



## New York

### NEW YORK CITY

New York City Department of Education  
52 Chambers Street  
New York, NY 10007  
(718) 935-2000  
Website: [www.schools.nyc.gov/default.aspx](http://www.schools.nyc.gov/default.aspx)

#### Program Overview

In October 2007, the New York City Department of Education, the United Federation of Teachers (UFT), and the city of New York agreed to design and implement a school incentive program that offers incentives for teachers who improve student achievement in high-need schools. School officials are currently implementing the program in 205 of the city's highest need schools as follows (with 200 schools to be added in the 2008–09 school year):

- 118 elementary / K–2 / 6–8 schools
- 49 middle schools
- 38 high schools

Elementary schools are eligible to participate in the program based on student poverty rates, demographics, the number of English language learners, and the number of special education students. Middle and high schools are eligible for the program based on fourth-grade scores on the English/language arts and math state assessment, and eighth-grade state assessment scores, respectively. At least 55 percent of the union-represented school staff and the principal must vote in favor of the program for participation.

Teachers can earn up to \$3,000, based on improvements in student achievement as measured by the district's Progress Report results. A school's four-member compensation committee determines bonus distribution. Each compensation committee comprises the school's principal, a principal designee, and two participating teachers who are also union members.

#### Program Information

- [School-Wide Performance Bonus Program](#)
- [List of Participating Schools, 2007–08](#)

#### Select Articles and Reports

- New York City Department of Education (September 18, 2008). [\\$19.7 Million Awarded In Performance Bonuses to New York City Elementary and Middle School Educators](#).



- *New York Times*. (September 19, 2008). [City to Give \\$14.2 Million in Bonuses to Teachers at Schools with Improved Report Cards](#)
- New York City Department of Education. (December 18, 2007). [Chancellor Klein Announces 86% of Eligible Schools Opt to Participate in Performance Pay Program.](#)
- Klein, J. (October 23, 2007). [Pay for Performance](#)
- New York City Department of Education. (October 17, 2007). [Mayor, Chancellor, UFT Announce Plan to Reward Teachers at Schools That Raise Student Achievement.](#)
- *New York Times*. (October 17, 2007). [Bloomberg Unveils Merit Pay for Teachers.](#)